Minutes of the 828th meeting

UNIVERSITY OF MASSACHUSETTS AMHERST
OFFICE OF THE FACULTY SENATE

AGENDA

The 828th Regular Meeting of the Faculty Senate
Will be held on March 7, 2024, at 3:30 p.m. in Herter 227

Presiding Officer Brewer: As a point of personal privilege, I'd like to make a brief announcement. After 28 years at this university, I proposed to my department to do a phased retirement, an option negotiated by the MSP for participants in the optional retirement plan. That would have enabled me to continue as presiding officer of the Faculty Senate.

Unfortunately, my department did not support my proposal, and so I plan to retire before the beginning of the next academic year.

Therefore, the position of next year's presiding officer will need to be filled before the end of this academic year. If you've ever been interested in wielding the gavel, please consider nominating yourself. I look forward to a fiercely competitive election among many qualified candidates to fill this important role.

A. PRESENTATION – Applied Social Science Research: Expanding Opportunities for Applied Research for Students and Faculty
Johan Uvin, Executive Director Donahue Institute

Director Uvin: Good afternoon. My name is Johan Uvin. I'm the executive director of the UMass Donahue Institute. I'm still a newbie on campus for two reasons. One is, for more than 50 years the Institute was actually housed in the President's office of the UMass system. Then, in 2020, a decision was made to make the UMass Amherst Campus our home, and I joined the Institute in the summer of 2021. I had not met any of the people I interviewed with in person, and when I showed up on the first day, people said to me, "man, you're tall."

With that, thank you for the opportunity to talk a little bit about the as Donahue Institute and our main objective here this afternoon is to give you a sense of some of the collaborative work that we have done over the years with several faculty, institutes, staff, and centers, and so forth.

Also, to message that it is our intent to work with you and seek opportunities to expand applied social science research work for both students and faculty. I'm very grateful to the Faculty Senate for giving me this opportunity. I am particularly grateful to Secretary Paik for all his guidance in getting ready for this, and I'm delighted to see so many of you here.

So what do I share about the Donahue Institute? We've been around since the early 1970s and initially we were not named the Donahue Institute, but eventually we were named after Maurice Donahue, who was the President of the State Senate at that time. It is his legacy that is reflected in our name. We are, unlike perhaps other departments, we are 97% self-funded. Which means we start a fiscal year, and with the exception of a small appropriation to run the population estimates program for the Secretary of the Commonwealth, we have to raise every dollar that we plan to expend.

Currently, we're about 170 staff. About a $25 million dollars operation. We have staff who work in offices in Hadley, Boston, Brockton, and Westborough. We have a growing number of field-based staff, and at any point in time, only about 30% of our staff are connected with our physical locations on a daily basis. All the

other staff are either on the flexible work arrangements that are part-time or full-time. We have pursued an employee preference policy around those types of work arrangements after we noticed it had no impact on our productivity at all, to the contrary.

So our mission. We renewed our vision and mission a few years ago. However, I'm going to draw your attention to our mission statements because one of the key changes in it was that we wanted to be more explicit about the equity and social justice work that we wanted to do. So our mission is to advance equity and social justice, foster healthy communities, and support inclusive economies that not only help alleviate poverty, but actually create opportunities for advancement for folks.

What are the core services? So one of my business unit director talks about two verticals. One vertical in the Donahue Institute is our business consulting sets of units. They work with clients and they pursue project contracts with public and private organizations to generate income and generate insight and knowledge.

So there are two main business units in the vertical line of work, if you will. One is our applied social science research work. We do a lot of economic analysis, public policy research, applied research and program evaluation. Looking at specific programs or specific policies that clients are interested in and evaluating them. A new unit, it's less than a year old, is organizational and community solutions. They do a lot of community engagement work, a lot of strategic planning and advising work as well.

But in terms of the community engagement, I'll just give you a quick example so you get a flavor of the work they do. You may recall that the State released, over a month ago, the Farmland Action Plan that really looked at how are we going to preserve our farmlands through 2050. Also, how are we going to respond and take into account all the climate change types of issues that come into play as well.

So this group was asked, by the Commonwealth of Massachusetts, to engage with more than 600 constituents from BIPOC communities and from what people have called so “the world farmers”, which are folks who have come to our country, were farmers in their home country, and are looking to continue that.

So that's an example of the work that that group does.

Now, the second vertical is in the area of training and technical assistance. We operate many, large, Federal contracts for the office of Head Start at the U.S. Department of Health and Human Services. That work, those projects, those national technical assistance centers, represent about 40-45% of our activity and our resources. You may not know this, but we actually operate a career center for the Commonwealth of Massachusetts in Brockton, where we prior to Covid served over 10,000 people a year. Now we're sort of inching back towards that pre-Covid level in terms of services. Then we have the UMass Civic Initiative, which organizes international exchange programs during the summer months.

Now, campus collaborations, there are many. I'm just going to show you visually a few here and then say a few words about them as time permits. So, MassBenchmarks is a collaboration between the Donahue Institute and the Federal Reserve Bank of Boston. Ultimately, what the goal is to work with a number of experts that make up an editorial board and with experts from other organizations in the UMass system and at other institutions. Their goal is to create a suite of products and services that would allow policy makers to see what the state of the economy is and which areas of the economy require attention.

Another project I wanted to mention, and I won't talk about all of these in detail, but was a very exciting project we were able to do with the Massachusetts Department of Public Health. The team really was a multidisciplinary team that brought together many of our UMass Amherst entities. These include the Donahue Institute, Peters Institute for Applied Life Sciences, IALS, Clinical Testing Center, the Institute for Social Science Research, the School of Public Health and Health Sciences, and our colleagues at the UMass Lowell Center for Public Opinion, along with several divisions and bureaus within the

Massachusetts Department of Public Health.

The idea was to create representative data, to allow the Massachusetts Department of Public Health to, first of all understand, but also see, the burden of infection across the State, and to identify regions or demographics with excess risk. That work involved surveying people lab testing outcomes analysis to pretty much look at what was the prevalence of covid at that point in time in our commonwealth.

The next one you see, there is something we're very excited about. We actually became the project management partner for the Large Millimeter Telescope (LMT) project in Mexico. That started about last year, and we provide all kinds of services on under that umbrella of project management, from assisting with budget management to laying out work plans and so forth.

For the Head Start General Business Certificate Program (Head Start), that was a quite a few years ago already, but still worthwhile mentioning. It was a partnership between Isenberg and the Donahue Institute's Head Start efforts. It was funded by the U.S. Department of Health and Human Services, and the outcome was a Head Start General business certificate program.

So one of our larger projects and long-term projects is the work that we've been doing for the Massachusetts Gaming Commission. You may be familiar with the fact that the law was enacted in 2011 that was about expanding gaming. It was called the "2011 Expanding Gaming Act". But that law required the Massachusetts Gaming Commission to actually establish an annual research agenda to assist in understanding the social and economic effects of the introduction of casino gaming in our State here and making, on an annual basis, scientifically based recommendations to the legislature.

So we've been working on this project for 10 years. The funding is about $13 million or so to date and it's actually the most comprehensive study around that examines the socioeconomic impacts of gambling.

Now, it's a highly experienced and cohesive group, including the Donahue Institute, the School of Public Health and Health Sciences, the Isenberg School of Management, also the Department of Landscape Architecture and Regional Planning and academic partners at other universities. Institutions in Reno, Nevada and Ontario, Canada, and also the survey folks at the University of Chicago. This effort has generated 30 reports already, but at the same time also allow participating faculty to publish about 20 academic publications to date.

Lastly, I want to mention sort of work that we do for our campus and in partnership with our campus offices. We did the analysis of the open-ended questions that were part of the last campus climate survey, and most recently for one of the committees or task forces associated with the Faculty Senate. We were the entity that implemented the childcare survey, and we worked very closely with Secretary Paik to get that done.

So with all of that these are current or past projects. Looking forward, these are some ways we actually can collaborate, and we are eager to expand our relationships with faculty and staff across campus. First and foremost, because it's what we do, it's in our DNA applied social science research opportunities for students, and for faculty. I will make available this this presentation to you all so I don't need to necessarily go and talk through each and every way that that can take place.

We are very interested in expanding more opportunities for students. We currently have a paid internship program. In one of our business units we have some work-study placements at the moment. We have done independent studies at the Donahue Institute, but we want to do more. We want to see if we can expand our collaboration so that maybe students can do a capstone project with us, or things of that nature. Then we are here as a resource to everyone else on campus and bring grant writing expertise for certain, excellent project management abilities, and also have a good sense of how to best do grassroots, community engagement,

and building public private partnerships around significant policy challenges.

One recent example is a housing coalition was created in Western Massachusetts with more than 40 organizations as a result of some of the findings of work that we had done so.

That's it. If you have further conversations, and we encourage you to do so. Here is my contact information (**juvin@donahue.umass.edu**), and my Associate Director, Carol Anne McGowan (**camcgowan@donahue.umass.edu**). We would be delighted to entertain any questions or explore any partnership opportunities that may be of interest to you. We're here and we're part of the campus community, and we're here to serve and collaborate.

Questions

Senator Patterson: Thank you so much Executive Director Uvin. I am a hug fan of what the Donahue Institute does and I'm really appreciative of that. I know you guys have worked with local commissions in the city of Amherst to conduct or facilitate and operate surveys. Do you do the same thing for areas outside of Amherst? For example, Northampton? I am part of a commission, and I think we could really use the same sorts of assistance.

Director Uvin: We would be delighted! I always say, you know, but we are a self-funded operation. So you know, we are willing to work with any public or private entity on any issues that are of interest to them. If there is a match with our expertise.

Senator Patterson: I'm assuming just going through the Kuali system is how we communicate with your office?

Director Uvin: You can actually communicate directly with me or Carol Anne, and we will then route any necessary conversations. That's how the childcare survey started as well. Secretary Paik, I hope you don't mind, but he and I were sitting at a strategic planning table for the College of Social and Behavioral Sciences, one of their programs, and we were talking during lunch. We said, "you know why, you know where we want to do like a childcare survey. Do you think you think the Institute can do that?" From that conversation, everything started happening. So feel free to reach out.

Senator Calas: I am familiar with you up to a point, because, in a way, in the past you had a student from other countries come to UMass. In fact, I have been involved with a set of professors from Pakistan. They actually attended my courses, and were trained by me on some of the things that I was doing. They wanted to replicate those methods, when they went back to Pakistan. So that was a really good experience from working with you and your associate.

However, I sort of lost several years I had lost touch. Now I see those projects that are so very interesting in terms of the question of outreach from the campus to the other communities. But what is this Head Start thing that you said Isenberg is associated with? Because, when I saw Head Start, actually, I thought it was actually part of the Head Start Program for children in schools. So what is a connection?

Director Uvin: We do a lot of technical assistance work for the entire Head Start community across the country, which is, I think, it's around 2,000 agencies. We have a large Federal contract to provide that technical assistance. Part of that project, and this is quite a few years ago, was focused on creating opportunities for people in the local Head Start agencies to actually get some type of business related, certificate or credential. It is the collaboration with Isenberg that made that possible.

B. ANNOUNCEMENTS

1. Principal Administrative Officers

Chancellor Reyes: Thank you very much Presiding Officer Brewer.

Thank you everyone. I think there's a couple of updates for this week. I think we were preparing a lot to get to this week and do a marathon running. I mean, we have all the Vice Chancellor searches running this week and started last week this week, and then the next week. So they're going really well will be done with all the campus visits, I think, next week. The last ones are the Vice Chancellor for Diversity, Equity and Inclusion. So it was a lot of work and a lot of you here were part of the search committees. I want to say thank you for that.

We're getting to the last part of that. And I'm hoping that we'll be concluding all those searches in the next two weeks making efforts to have those offers and, of course, I always tell people in an offer there's two parties. One can offer no one has to accept, and we have to hear from those candidates when we offer. Everything can go well until that moment, and we'll see where things land. But thank you for that.

I would say also that I know that Ryan Bamford will be coming here for the next Faculty Senate where he will provide a report in Athletics. I'm sure he'll be commenting on and providing information about the recent move that we announced to move back into the MAC (Mid-Atlantic Conference).

The last part I just want to say to many of you who have worked on, as well as those who, participating on the first event of the Community Democracy and Dialogue Group, that was that started yesterday, as all the of you who submitted proposals for the events, and to really provide a platform where we can have this dialogues in a very civil way, and have the information exchanged as well as hear other people's perspective, across different programming are going well. I haven't gotten the last update on how those proposals are being selected.

But yesterday, I think, was a great example of what we can accomplish as a university providing a platform for have someone's perspective beyond the stage. People being able to ask questions, receive answers, and then learn all together about it and form our own individual opinions. If that's what people want to do or our individual perspectives. So I think we decided to put a lot on this week. I want to say, thank you to all of you for the patience to put it together. So thank you.

Interim Provost Malone: Thank you, Presiding Officer.

Just to add on a little bit to the Chancellor's remarks about searches at the Vice Chancellor level. The two searches for Deans on campus, the College of Education and the College of Humanities and Fine Arts are proceeding intentionally. We hope to have the new Provost named in time to close up those searches and candidates are expected to come to campus by early May. Thank you.

Vice Chancellor Kennedy: Thank you, Presiding Officer.

Just to add to the Chancellor's announcement about some of the searches. So the Vice Chancellor for Equity and Inclusion search is getting close to conclusion, and campus visits are tomorrow and Monday with an open session tomorrow at 10:15, and another candidate. Monday at 1:30, both in ILC. Thanks.

Interim Vice Chancellor Vandenberg: Thank you, Presiding Officer.

Just a reminder for Senators that there are two internal campus funding opportunities that have deadlines at the end of this month one is the LIRA, and one is the IRG. The LIRA is for large

interdisciplinary research grants, and the IRG is for interdisciplinary research grants. A large pool of money from the Provost and VCR office has been set aside, and if you have questions about either one, you're welcome to contact me. There have been webinars run by the Office of Research Development, and they were recorded. So I'm happy to also share those recordings with you as well, and the deadline, I believe, is the 29th of March for both of those. Thank you.

Vice Chancellor Mangels: Thank you, Presiding Officer.

Good afternoon. I just attended a quarterly update from the State's DCAM (Division of Capital Asset Management). Some of you may be aware that in the Governor's budget, there's a proposal to allocate a $125 million dollars, which would be the first step towards what we hope would be a $2.5 billion dollar capital bond outlay.

There's still a lot of steps that have to happen to make have this become reality. In particular, the House and the Senate have to agree with that. But we're very excited that the State is finally understanding some of the deferred maintenance issues, that the campuses, not just at UMass, but throughout the whole higher ed. communities are facing here, and that they're finally beginning to put what would be a substantial amount of capital towards that.

So we'll continue to watch this as it goes through the various House and Senate processes. But let's hope that they will agree with the understanding of the capital needs of the campus.

Senior Vice Provost Hajir: Thank you, Presiding Officer.

As chair of the search for Vice Chancellor for Student Affairs and Campus Life, I just want to thank everyone who's been participating in the various events. And I especially want to thank the SGA and GSS in their partnership, and collaborating with us, participating on the search committee, coming to the dinners, and various meals, etc. It's great to have their partnership.

The other thing I wanted to mention is that I'm co-chair with Benita Barnes of the Education Working Group, part of the strategic planning process. So I hope that you all have a chance or will have a chance to provide feedback through the survey that was sent out. And if it's easier, you can just email myself and Benita directly, also, and we'll insert them in in the feedback. So we are looking forward to your participation in that process.

2. **The Secretary of the Faculty Senate**
Secretary Paik: Thank you, Presiding Officer, Brewer.

First, I want to thank Executive Director Johan Uvin for presenting, and also for the work that the Donahue Institute did on the childcare survey.

The first announcement I have has to do with the Senate elections cycle. We're starting the process to do Senate elections this month. If you plan to run again and you're up for reelection, please let us know. We will be sending an email about elections shortly.

Second, currently, we don't have an Ombuds on campus, and so the Chancellor's office has asked us to help with the search process. I believe there's going to be a search firm engaged in identifying a future Ombuds. The Senate Office and Rules Committee have provided the names of the faculty that would serve on the search committee. That's why I have all I have at this point. But I'll probably reporting in on updates on that particular search as it moves forward.

Third, the Senate office is working with the Provost office with respect to general education. There's

been a lot of interest in general education, particularly in the General Education Council. They're have been a lot of requests about general education issues, especially around language concerning sustainability. So there's actually a conference coming up. It's the conference on general education, pedagogy, pedagogy, and assessments. Which is has an in person component. April 11th-April 13th, in Providence, Rhode Island.

The Provost office is going to be sending a team of administrators and faculty. We've agreed to sponsor the faculty. Many of them are coming from the General Education Council, but I just wanted to let everyone know here that this is happening, and if you're interested in going to the conference, let me know. We might be able to add a couple of more faculty if you're interested in attending them.

Lastly, today, I'm going to suspend the rules twice. The first suspension of the rules that we asking for is to allow for the addition of a special report by the Special Nominee Committee for nominations related to the Secretary of the Faculty Senate. The second suspension rules that I'll be asking for is to add a certificate, and it's associated courses for approval. I'll be asking for that near the end of the meeting.

Thank you.

3. **The Chair of the Rules Committee**
Chair/Senator Olsen: Just a quick update. We've met twice since the last meeting, and a lot of what we've been working on is filling these nominations. We create lists of names that then go to the Administration, and then they work from that list. We worked on the Advancing Community Democracy and Dialogue Committee, the ad hoc committee that's going to be doing the Ombuds search, the Ad Hoc Committee on Department Statements, and the Ad Hoc committee for the Secretary of the Senate Search Committee.

These are all Ad Hoc, meaning they're not standing committees. The standing committees are all nominated by the Nominating Committee, right? So the Rules Committee takes on that role for all these Ad Hocs, and that's been taking a lot of our bandwidth, in addition to the other items Secretary Paik just talked about.

Then we met with the administration as well. A lot of that was a presentation on Flex 2.0, which we also hope, in the near future, maybe in the our last meeting, to have a presentation here for the entire Faculty Senate on the future of Flex teaching.

Thank you.

4. **The Faculty Delegates to the Board of Trustees**

5. **The Representative of the Massachusetts Society of Professors**
Co-President Weinbaum: Hi, everybody! It's so nice to see you all. Thank you, Presiding Officer Brewer, and thank you for your service. We're going to really miss you wielding that gavel.

I have three announcements from the MSP.

The first is that we are back at the bargaining table and we have some amazing proposals, if I don't say so myself. A lot of proposals around compensation, including salary increases, merit pay which we haven't had in many years. Also things like raising the promotional increments and floors for every level. We're especially focused on non-tenure track and librarian floors, which are way too low and haven't kept up with inflation or the cost of living. Also rewarding longevity by adding another rank for senior lectures, and for people who have attained full professor to reward many years of service at UMass.

We also have proposals around online education, and lots of other things. We're working with the staff unions to do proposals around child care, expanding access and availability of childcare, as well as parking and transportation, and a few other things that we've heard from members and that all of the unions have an interest in working on together. So we're just at the beginning of the process. We'll keep you posted, and we hope to do a lot of good work and really improve things for the campus as a whole.

Second thing we've been working on is around academic freedom, free speech, and the right to activism on campus. Just a quick follow up from something we talked about last month, which was about the students who were arrested in October. We're continue to hear from faculty, librarians, students, and community members, especially about the concern that the penalty that was assessed for trespassing was inappropriate, and does not match past practice for similar kinds of actions. At this point the students have exhausted the appeals process under the code of conduct, and so they will be appealing directly to the Chancellor and asking for the penalty to be switched to a reprimand which we believe is consistent with past practice around those kinds of actions.

We're also going to be focusing on the bigger issues of academic freedom and free speech at our General Assembly, which is on April 10th. So if you're an MSP member, you're invited, please come. We'll have a nice lunch at the campus center, and we'll have an attorney talking about the rights to academic freedom and what that looks like on campus. So I hope everyone can come and join us.

Thank you.

6. **The President of the Graduate Student Senate**
7. **The President of the Student Government Association**
8. **The Student Trustee**

C. QUESTION PERIOD

Senator Modenos: I'm new to Faculty Senate so I'm still learning some things. But I had some questions, or just one question about Associate Deans and Associate Provosts and why they're not relegated to the same policies that other positions are? For example, related to searches, appointments, and reviews. So I'm just wondering why that is? If they oversee a lot of the same folks that other people do, that they're not relegated to the same processes? Thank you.

Secretary Paik: I can try to start speaking, but perhaps Provost Malone could join in. So for Associate Deans, we're on currently undergoing a policy revision to include them in the appointment and search and evaluation procedures. So they would be included. We did not at this point include Associate Provost as part of that discussion. That's something that certainly the Rules Committee can take up in discussion, and then perhaps discuss that with administration in the future. But we actually have not discussed that with administration.

Senator Baird: As the Chancellor mentioned recently, the UMass Athletic department announced that UMass was leaving the Atlantic 10 Conference in all sports and joining the Mid-American Conference. This is apparently a sign that UMass is affirming their commitment to division one football. I do not want my comments to day to be taken as a referendum on the success of our football program. I'm sure our students have been working as hard as they possibly can, and I have no reason to doubt the individual efforts of any player on our team.

However, I would like to make a comment about the enormity of the task that faces us and append a question. In December there was an article in the local newspaper about the fact that UMass had raised $100,000 to pay athletes for NIL (name, image, likeness).

That might seem like a lot of money, but it pales in comparison to the $3 million dollars that Texas Tech is using to pay 100 football players $30,000 apiece on their football team. It's also a small change compared to the 8 million dollars that the University of Tennessee raised during the same time. It's well known that getting a good quarterback in the transfer portal costs $1 million dollars these days, and the NCA. Has recently proposed dividing schools into two categories, one in which schools pay their athletes $40,000 a year, and one in which they do not.

So my first thing is a caution that the University may want to take steps to not enmesh themselves in this athletic arms race. On roughly the same day that we announced that we were joining MAC. There was another news report which says that the basketball players at Dartmouth made a vote to unionize.

I favor unions myself, but I foresee a time when we are paying our football university employees, workers, compensation for traumatic brain injury. So wondering if we really want to have our employees working for us in jobs which subject them to traumatic brain injury.

So my question is what is the university's policy on having employees that are subjected to traumatic brain injury?

Thank you.

Senator Dori-Hacohen: I asked in the last meeting and I was told I would receive an answer in this meeting about the punishment of the students. I think it is an academic matter. I'm not sure why it is a union so much, but it is an academic matter that students are being penalized more than they have been in the past for expressing their opinions, and demonstrating, and indeed breaking the rules.

So if the punishments are not aligned with previous punishments, I would like to hear why. If they are aligned, where does the information that are not aligned is coming for? And what is the rationale for this penalties that seems to be severe.

Thank you.

Chancellor Reyes: The Vice Chancellor for Student Affairs, that it's responsible for the question, is actually going through the process of the interview today. So she's not here. So we'll wait until we see her next time here in the in the Senate.

Senator Goldner: I actually want to ask a very closely related question, which is why is the punishment even harder or even worse than what folks who are arrested in Washington, D.C., where the stakes are a lot higher and the things that can go wrong a lot worse?

The average protester in Washington, D.C., I'm quite familiar with this process, is handcuffed, searched, jailed overnight, fined $50, and released. Beyond the trauma of being arrested, which they all are expecting, because, after all, it's a civil disobedience, there is no permanent record for them to worry about in the future, no effect on their future, which is quite a bit more than what will happen to these students.

So I would really love to know why, you know, if this continues, why are these punishments worse? And what are the you know what is the message that we're sending in this time, when democracy is so threatened about people who put their lives on the line to make positive change?

Secretary Paik made a motion to suspend the rules.

Without objection, the rules were suspended.

Secretary Paik: Thank you. Presiding officer. Yes, under the bylaws the Senate is supposed to receive this report as of this meeting, and the election will take place at the 829th regular meeting of the which occurs on April 4th, 2024. To no fault of this committee, this report, in Sen. Doc. No. 24-053, came in a little late, so it was not listed on the agenda.

Senator Kalmakis: Thank you, Presiding Officer. The Special Nominating Committee for the position of secretary appointed by the by Chancellor Reyes included myself, Rebecca Spencer and Steven Brewer. The committee members met during February and have completed our work. I make the motion the Senate accept the nomination by the Special Committee of Anthony Paik for Faculty Senate Secretary.

This Report was Received.

Regular rules Restored.

D. ANNUAL REPORTS

2022-23 Annual Report of the University Relations and Advancement Council, as presented in Sen. Doc. No. 24-042.

Questions:

Senator Sher: I was wondering if you could tell us something about the motivation for moving the workforce from advancement to the foundation? And what perhaps what some of the issues that people were concerned about were?

Senator/URAC Chair Baillargeon: I will not give you an answer. But I can comment in the fact that basically for the same question was asked several times, through last the last year, I mean especially like it happened mostly it became a reality to for us at the Council towards the end of the academic year. So there was like two meetings left, and I mean there were very few answers that were provided, very few questions that were asked in that direction, because it was still ongoing.

But it seems that I mean to give you not an explanation, because I don't think it should come from me. But at the same time this is a normal restructuring that actually does happen in most universities of the northeast. It permits, if you want to comply with regulation that permits to make more efficient advancement work. That's the explanation that was given to me. So it's not an alarming in that sense. I think we're mostly it was controversial, was the fact to recognize the service that was already provided by people that work in advancement that were attached to university. People that were about to retire, and if they would be able to keep their benefits.

I think, from the answers that I received, that this reorganization, respected, if you want, like people were reassigned on campus with different functions, but that got to keep, if you want the benefits they had, they were entitled to. That said, I mean that that is the answer that was provided to me, and it doesn't correspond to any of my personal opinions on the matter.

Senator Modenos: Just wondering if any faculty from other schools are eligible to sit on the Council for those of us faculty who aren't in a school or college?

Senator/URAC Chair Baillargeon: Absolutely. There is actually one vacancy of faculty at large.

Senator Dori-Hacohen: I wonder if the council was involved in changing the logo or the seal and the language that came around that decision?

Senator/URAC Chair Baillargeon: So we had like we had the consultants coming to one of our meetings, and we were presented many options. I think it was also the case maybe, in your respective like faculty, were exposed to the same process, like with the different logos, and ask our opinions and basically receive our feedback, and that led to the adoption of the steeple and the power M.

Therefore, I mean we went through it, and we gave our candid opinions, I mean, my personal choice ended up to be the one selected. So I think, just like testament to my good taste.

This Report was Received.

E. OLD BUSINESS

MOTION: 14-24 **That the Faculty Senate approve Revisions to the Policy on Search, Appointment, and Evaluation Procedures for Deans, Associate Deans, Academic Department Chairs and Heads, and Academic Program Directors, as presented in Sen. Doc. 24-032.**

(This is the third reading of this motion and includes a supplemental document of friendly revisions. This motion was read at the 826th and 827th regular meeting of the Faculty Senate on December 16, 2023 and February 8, 2024. The motion was tabled until the 828th regular meeting.)

Secretary Paik read the Motion.

MOTION 14-24 was Adopted as Amended.

F. NEW BUSINESS: ADDITIONAL AMENDMENTS TO THE FACULTY SENATE BYLAWS

1. Special Report of the Rules Committee concerning By-Law Changes, as presented in Sen. Doc. No. 24-043.

MOTION: 19-24 **That the Faculty Senate approve the By-Law Changes, as presented in Sen. Doc. No. 24-043.**

(Inasmuch as these are changes to the Senate's Bylaws, this is the first of three readings of this motion. The motion will be read at the 829th and 830th regular meetings of the Faculty Senate. The motion may be amended at this meeting and the 829th regular meeting. The final vote will be taken at the 830th regular meeting.)

Secretary Paik read the Motion.

Questions:

Senator Dori-Hacohen: I have two questions about the proposed changes. The first one is about the membership, that allows retired people to continue to serve on the Senate councils and it's a question

about, I think the union should oppose, because basically, this is paid work that we are doing and retired people will not be compensated for that work.

So we are allowing volunteering for work that we are doing, which basically means that we can have less faculty hired because retired people will do the work that we are doing. So it's a labor issue. It also creates a strange situation in which a retired person can basically sabotage the work of the department.

So let's say that I am not a nice faculty and not a nice professor, and I retired, and my department decided to change the curriculum in a way that I don't like. I can sit on a council and basically sabotage that change by asking them questions. So allowing retired people create A. labor problem and B. a political problem to departments, therefore I don't understand why we need it. If we don't have enough faculty on councils, we should hire more faculty. I think that these probably is a better way to do that.

Secretary Paik: So this was not my proposal, but I'm happy to bring it to the Rules committee for adjustment if people believe that's the case. I think the logic for it was to expand who could serve on Senate councils after a time, and beyond the emeritus distinction cause currently only those emeritus professors can continue serving. So it was, it was thought, to be sort of elitist I would say. That was probably the logic for the change.

Senator Olsen: I do believe the understanding is that they had some continued appointment. There are NTT faculty who continue to work post retirement right. We have a very long serving member of the Technology and Campus Computing Committee, and she has retired.

She requested to be able to be there, so that she could also communicate with the other retired faculty because they still make use of faculty resources, campus resources which involve technology. But there's no conduit to them anymore other than her membership in the retired faculty group. So we were thinking of people like her.

Senator Dori-Hacohen: The second question that I have is to some degree has to do with Associate Deans and Associate Provosts in their position in the councils. I corresponded with the Secretary and the explanation I was given was that we add these people to the councils in an ex-officio way (non-voting) so the Associate Deans and Provost will not take the voting rights of faculty.

The only problem is that councils are now ballooning with two or three more people in them which creates a problem because we have too many people on councils. Those will be unmanageable to some degree.

The second problem is that we create more work for Associate Deans, and I don't want to create more work to Associate Deans, because I don't want to have more Associate Deans. I want to have less Associate Deans and less administrators involved in the decision.

If the problem is that Associate Deans are voting as faculty members right now, a simpler solution would say that Associate Deans cannot vote in councils of the Faculty Senate, instead of adding them to all the councils.

Secretary Paik: Again, thank you for the question. It's a great one. Currently on Senate councils and committees, Associate Deans currently occupy faculty spots. They are faculty, of course, but their categorization is a faculty status currently on council and committees.

Associates Deans cannot serve as Senators. But since we just passed a an appointment procedure in which Associate Deans are clearly being categorized as administrators the thought was to move them into ex officio status.

Now, I just want to correct who has voting rights.

On Senate councils and committees, all members have voting rights, and that would include ex-officio members, with one exception, myself. I have no voting rights on Senate councils or committees. So an Associate Dean, if they're serving on something like AMC, is already currently voting as a faculty member, having faculty status, on that council and committee.

By moving association into the ex-officio status, we're recognizing that appointment is consistent with ex-officio status. Also we're making sure that faculty members who are currently non-administrators are going to be in those faculty slots going forward. So it's sort of an alignment issue primarily.

So there is a possibility that Senator Dori-Hacohen and I had some communication about, maybe it might be worth considering, adding an additional faculty member to balance the addition of one administrator.

So for each administrator, I will ask the Rules Committee to consider adding an additional faculty member to each of those councils as potentially a fix to the concerns that were brought up on this issue.

G. NEW BUSINESS: COURSES
(CONSENT AGENDA)
[A consent agenda may be presented by the Presiding Officer at the beginning of a meeting. Items may be removed from the consent agenda at the request of any one member. Items not removed may be adopted by general consent without debate. Removed items may be taken up either immediately after the consent agenda or placed later on the agenda.]

MOTION: 20-24 **That the Faculty Senate approve the courses ASTRON 660, CHEM-ENG 518, COMM 417, COMM 431, COMM 723, GERMAN 153, GERMAN 680, JAPANESE 147, LEGAL 394MI, MANAGMNT 360 MARKETING 570, MILITARY 247, POLISCI 394GI, SPP 398PI, SPP 496DI, as recommended by the Academic Matters, General Education, and Graduate Councils.**

Secretary Paik read the Motion.

MOTION 20-24 was Adopted.

Secretary Paik made a motion to suspend the rules.

Without objection, the rules were suspended.

Secretary Paik: That the Senate consider the proposal in Sen. Doc. No. 24-054**.**

Sen. Doc. No 24-054 was Adopted.

Regular rules Restored.

H. ACADEMIC PROGRAMS
(CONSENT AGENDA)

Minutes of the 828th meeting

[A consent agenda may be presented by the Presiding Officer at the beginning of a meeting. Items may be removed from the consent agenda at the request of any one member. Items not removed may be adopted by general consent without debate. Removed items may be taken up either immediately after the consent agenda or placed later on the agenda.]

MOTION: 21-24 **That the Faculty Senate approves (1) Creation of a Certificate Program in the Cornerstone Initiative. As presented in Sen. Doc. No. 24-044; (2) Revision to the Medical Humanities Certificate Sen. Doc. No. 24-045; (3) The Creation of Public Policy and Administration Minor Sen Doc. No. 24-046; (4) The Retirement of the Certificate in Public Policy and Administration, as presented in Sen Doc. No. 24-047; (5) The Revision to the Degree Program Ph.D. Teacher Education and Curriculum Studies Education, as presented in Sen. Doc. No. 24-048; (6) The Revision to the Degree Program Ph.D. Teacher Education and Curriculum Studies Education, as presented in Sen. Doc. No. 24-049; (7) The Revision to the Degree Program Ph.D. Teacher Education and Curriculum Studies Education, as presented in Sen. Doc. No. 24-050; (8) The Revision to the Degree Program Ph.D. Teacher Education and Curriculum Studies Education, as presented in Sen. Doc. No. 24-051; (9) Revision to the Concentration of the Psychological and Brain Sciences as presented in Sen. Doc. No. 24-052.**

Secretary Paik read the Motion.

MOTION 21-24 was Adopted.

Adjourned 5:30 PM

Respectfully submitted,
Anthony Paik, Secretary